

Abriachan Forest Trust Fair Work First statement

Jointly agreed by the Abriachan Forest Trust (AFT) Board and the staff are all committed to ensuring there are fair working practices in place and demonstrates the organisation's commitment to the Scottish Government's Fair Work First policy by confirmation of the following:

Appropriate channels for effective voice

We consult, and ensure effective communication and feedback with employees, via six monthly meetings as a staff group and termly individual reviews.

AFT supports the development of a working environment where there is space for people to be heard, and where people can be who they are and can have choice and participate. To ensure there are opportunities for open discussion and feedback, Trustees regularly visit the work site and show interest in the delivery of outdoor learning, forest operations, maintenance, and volunteers. The Trustees respond to feedback, discuss it at monthly meetings or sooner, if necessary, share it with leaders, and, with them and staff team, create action plans to make changes to improve employee and volunteer experiences.

Investment in workforce development

We support learning and development across the organisation at individual, team and organisational level using a range of learning opportunities. We expect line managers and employees to proactively engage in career performance and development planning conversations regularly and offer volunteer skills development opportunities when relevant.

No inappropriate use of zero hours contracts

We occasionally have to employ freelance workers on zero hour contracts in use for legitimate and appropriate reasons, e.g. seasonal work and managing peaks in work. We periodically review zero hour contracts in place to assess if their use is still appropriate.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

AFT is fully committed to an inclusive culture that welcomes all people for who they are. Following our equality, diversity and inclusion awareness policies we recognise we need diverse people to work and volunteer both in the organisation and in the wider community to meet the organisation's aims.

Payment of the real Living Wage

The bottom of our pay scale reflects the 2023 real Living Wage rate.

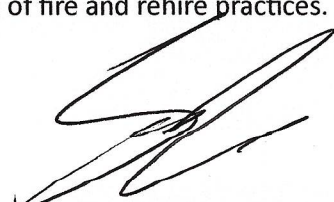
Offer flexible and family friendly working practices for all workers from day one of employment.

AFT supports its workforce to work flexibly at the time and in the location that best meets the needs of the organisation, the job, the employee, and the team. Whilst most of the AFT work is outdoors and requires staff to work with individuals, when there is administration to be done, we embrace flexibility where possible with remote working, home-based working, hybrid working and continually review working patterns for new and existing employees.

Our flexible and family friendly working practice policies are available to employees in line with statutory requirements. In practice all requests are considered on the merits of the request and business needs, and line managers are advised they should agree to flexible working requests unless there is a business reason not to.

We oppose the use of fire and rehire practices.

Date :


25/09/2025

